

UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK

Mahfooz Ahmad

Write the full name of each plaintiff.

20-cv-4507

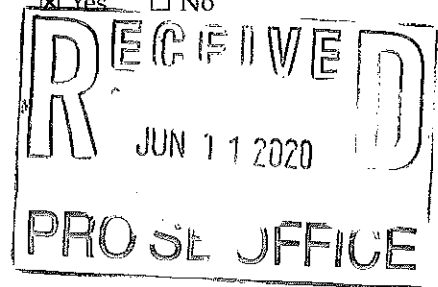
(Include case number if one has been assigned)

-against-

Colin Day, Courtney Dutter, iCIMS Inc

Do you want a jury trial?

☒ Yes ☐ No



Write the full name of each defendant. The names listed above must be identical to those contained in Section I.

EMPLOYMENT DISCRIMINATION COMPLAINT

NOTICE

The public can access electronic court files. For privacy and security reasons, papers filed with the court should therefore *not* contain: an individual's full social security number or full birth date; the full name of a person known to be a minor; or a complete financial account number. A filing may include *only*: the last four digits of a social security number; the year of an individual's birth; a minor's initials; and the last four digits of a financial account number. See Federal Rule of Civil Procedure 5.2.

I. PARTIES**A. Plaintiff Information**

Provide the following information for each plaintiff named in the complaint. Attach additional pages if needed.

<u>Mahfooz</u>		<u>Ahmad</u>
First Name	Middle Initial	Last Name
<u>198 East Ave 2</u>		
Street Address		
<u>Fairfield, Norwalk</u>	<u>Connecticut</u>	<u>06855</u>
County, City	State	Zip Code
<u>+1.718.536.1972</u>	<u>mahfoozahmad2092@gmail.com</u>	
Telephone Number	Email Address (if available)	

B. Defendant Information

To the best of your ability, provide addresses where each defendant may be served. If the correct information is not provided, it could delay or prevent service of the complaint on the defendant. Make sure that the defendants listed below are the same as those listed in the caption. (Proper defendants under employment discrimination statutes are usually employers, labor organizations, or employment agencies.) Attach additional pages if needed.

Defendant 1:	<u>Colin Day</u>
	Name
	<u>101 Crawfords Corner Rd #3-100</u>
	Address where defendant may be served
	<u>Monmouth County, Holmdel NJ 07733</u>
	County, City State Zip Code
Defendant 2:	<u>Courtney Dutter</u>
	Name
	<u>101 Crawfords Corner Rd #3-100</u>
	Address where defendant may be served
	<u>Monmouth County, Holmdel NJ 07733</u>
	County, City State Zip Code

Defendant 3:

iCIMS Inc

Name

101 Crawfords Corner Rd #3-100

Address where defendant may be served

Monmouth County, Holmdel

NJ

07733

County, City

State

Zip Code

II. PLACE OF EMPLOYMENT

The address at which I was employed or sought employment by the defendant(s) is:

Telecommute

Name

848 LELAND AVE C

Address

Bronx, Bronx

NY

10473

County, City

State

Zip Code

III. CAUSE OF ACTION**A. Federal Claims**

This employment discrimination lawsuit is brought under (check only the options below that apply in your case):

- ☒ **Title VII of the Civil Rights Act of 1964**, 42 U.S.C. §§ 2000e to 2000e-17, for employment discrimination on the basis of race, color, religion, sex, or national origin

The defendant discriminated against me because of my (check only those that apply and explain):

☒ race:

Asian

☒ color:

Brown

☒ religion:

Islam

☐ sex:☒ national origin:

Pakistani

- ☒ **42 U.S.C. § 1981**, for intentional employment discrimination on the basis of race

My race is: Asian

- ☐ **Age Discrimination in Employment Act of 1967**, 29 U.S.C. §§ 621 to 634, for employment discrimination on the basis of age (40 or older)

I was born in the year: _____

- ☐ **Rehabilitation Act of 1973**, 29 U.S.C. §§ 701 to 796, for employment discrimination on the basis of a disability by an employer that constitutes a program or activity receiving federal financial assistance

My disability or perceived disability is: _____

- ☐ **Americans with Disabilities Act of 1990**, 42 U.S.C. §§ 12101 to 12213, for employment discrimination on the basis of a disability

My disability or perceived disability is: _____

- ☐ **Family and Medical Leave Act of 1993**, 29 U.S.C. §§ 2601 to 2654, for employment discrimination on the basis of leave for qualified medical or family reasons

B. Other Claims

In addition to my federal claims listed above, I assert claims under:

- ☒ **New York State Human Rights Law**, N.Y. Exec. Law §§ 290 to 297, for employment discrimination on the basis of age, race, creed, color, national origin, sexual orientation, military status, sex, disability, predisposing genetic characteristics, marital status
- ☒ **New York City Human Rights Law**, N.Y. City Admin. Code §§ 8-101 to 131, for employment discrimination on the basis of actual or perceived age, race, creed, color, national origin, gender, disability, marital status, partnership status, sexual orientation, alienage, citizenship status
- ☐ Other (may include other relevant federal, state, city, or county law):
- _____

IV. STATEMENT OF CLAIM

A. Adverse Employment Action

The defendant or defendants in this case took the following adverse employment actions against me (check only those that apply):

- ☐ did not hire me
- ☒ terminated my employment
- ☒ did not promote me
- ☐ did not accommodate my disability
- ☒ provided me with terms and conditions of employment different from those of similar employees
- ☒ retaliated against me
- ☒ harassed me or created a hostile work environment
- ☒ other (specify): Unlawful inquiry, limitation, specification, discrimination in job advertisement and paid me lower salary.

B. Facts

State here the facts that support your claim. Attach additional pages if needed. You should explain what actions defendants took (or failed to take) *because of* your protected characteristic, such as your race, disability, age, or religion. Include times and locations, if possible. State whether defendants are continuing to commit these acts against you.

Colin Day, Courtney Dutter and iCIMS Inc didn't take any actions, and performed no investigation of my complaint of discrimination on bases of color, race, religious beliefs and ethnic background.

A detailed account of discrimination is attached.

As additional support for your claim, you may attach any charge of discrimination that you filed with the U.S. Equal Employment Opportunity Commission, the New York State Division of Human Rights, the New York City Commission on Human Rights, or any other government agency.

Page 5: Facts Continued below

I joined iCIMS Inc in February 2014 as a Junior Project Specialist. I worked hard and completed my projects in timely manner and received great client feedback. Due to my great work performance my work Title was changed twice. First, I was given responsibilities of **Software Implementation Manager** and secondly, I was given responsibilities that included projects of **Software Integration** with larger enterprise level clients. During my employment I worked with 119 iCIMS clients. When it came to increasing my salary, nothing was done. After many backs and forth discussions with my manager, I was given a really low salary increase of mere few dollars per week.

I was told that since other people in the company got pay increase, I will not get one. I was informed of this while iCIMS Inc majority of the employees were white people.

On 30th May, 2018, after completion of the business day, I submitted a business plan for a new business model to iCIMS CEO 'Colin Day'. This business plan was named, Jobtrail which I had been working on with my friends. My manager 'Mat Watson' from iCIMS Inc, was well aware that I am working on a side gig. 5 days later from my email to CEO 'Colin Day' about investment discussion my job was terminated. I only received partial explanation from 'Courtney Dutter' legal representative of iCIMS Inc that I violated company policy, this in fact was a complete lie.

iCIMS company policy handbook which I was never provided with on start of my employment, and of which I only received a copy after termination of my job, states that anything invented during my employment with iCIMS will be owned by iCIMS. It didn't state that my job prohibits me from inventing a new business model. When I asked for an internal investigation of this incident, I was informed to send back company laptop immediately and to immediately cease speaking to any of my co-workers at iCIMS. I was also informed by 'Courtney Dutter' legal representative of iCIMS that I must not speak to anyone about this matter. Nor should I email any of my co workers or any one in the board of directors.

During my employment I was a victim of many instances of discrimination, iCIMS orders food for their employees but it never included any halal food which I could eat. In most days when other white majority employees would enjoy a good meal, I would be sitting at my desk expecting to order my own food. Besides this, I was given extra work responsibilities.

On many occasions I was expected to work 60+ hours/wk., with no overtime pay. Many of the clients that were assigned to me were in different time zones, which meant I had to work late hours to speak to these clients. On multiple occasions, I was asked to upload client data at 11:55 PM in the evening. My role as the Project Specialist involved regular situations where the client was going live on early Monday morning and I was expected to upload, transfer client data over the weekend so the client could go live on Monday morning. I wasn't paid for the work done on weekends. This data upload approach allowed for the client to go live with iCIMS products without any gap of data, on Monday morning. No other employee in the company of 500+ employee was asked to do this except me. Basically, I was given the worst possible responsibilities on the lowest possible salary. The only thing in return that I received was an appreciation note written on

06/05/20 *M. Hooftmeester*

Page 5: Facts Continued below

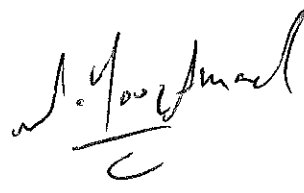
corporate social site 'Yammer', which in some cases wrote, great job by 'Max Ahmad' with such and such client on the data migration project. iCIMS management is aware that I am a Muslim and due to my religion, I am required to offer compulsory Friday prayer yet on multiple occasions my managers scheduled calls exactly during my Friday prayer timing. In one phone call I was spoken to quite harshly when I explained that I had to reschedule a meeting due to Friday prayer.

iCIMS Inc. offered me a severance payment of \$6,630 in 5 weekly payments on 21st June, 2018, realizing their wrong doings, there was a contract provided with this offer.

I was told to accept this severance payment within 3 days or the offer will be considered voided. The contract along sided this money offer was written by iCIMS in their favor to cover up their discriminatory actions.

The money offered by iCIMS was nothing compared to the discrimination faced by me, I clearly refused to accept the financial offer. I am afraid if I had accepted such an offer, iCIMS would continue its discriminatory practices against other employees of color and other ethnic backgrounds.

I did try to speak to CEO 'Colin Day' via email but he didn't respond. In my emails, I offered iCIMS to buy the new business plan I had created but it didn't matter to CEO 'Colin Day' as him and iCIMS Inc had already learned everything about my intellectual property. It was clear to iCIMS that they have gotten away with religious and ethnic discrimination and they can also get away with stealing intellectual property. This complaint is only about the discrimination I faced during my employment with iCIMS and I think other employees of color are continuing to face due to their color, race, religious beliefs and ethnic background.

06/05/20 

V. ADMINISTRATIVE PROCEDURES

For most claims under the federal employment discrimination statutes, before filing a lawsuit, you must first file a charge with the U.S. Equal Employment Opportunity Commission (EEOC) and receive a Notice of Right to Sue.

Did you file a charge of discrimination against the defendant(s) with the EEOC or any other government agency?

☒ Yes (Please attach a copy of the charge to this complaint.)

When did you file your charge? Feb 05 , 2019

☐ No

Have you received a Notice of Right to Sue from the EEOC?

☒ Yes (Please attach a copy of the Notice of Right to Sue.)

What is the date on the Notice? January 09, 2020

When did you receive the Notice? June 05, 2020

☐ No

VI. RELIEF

The relief I want the court to order is (check only those that apply):

☐ direct the defendant to hire me

☐ direct the defendant to re-employ me

☐ direct the defendant to promote me

☒ direct the defendant to reasonably accommodate my religion

☐ direct the defendant to reasonably accommodate my disability

☒ direct the defendant to (specify) (if you believe you are entitled to money damages, explain that here)

Colin Day, Courtney Dutter and iCIMS Inc. should provide a written apology to me and should accomodate all employee's according to their religion equally and should not treat people of color differently. iCIMS Inc needs to immediatly cease from giving worst work responsibilties to people of color and low salary as compared to White employees. I should be given \$6 Million dollars in money damages for the discrimination I faced due to my skin color, race, religious beliefs and ethnic background and wrongful job termination, I faced.

VII. PLAINTIFF'S CERTIFICATION

By signing below, I certify to the best of my knowledge, information, and belief that: (1) the complaint is not being presented for an improper purpose (such as to harass, cause unnecessary delay, or needlessly increase the cost of litigation); (2) the claims are supported by existing law or by a nonfrivolous argument to change existing law; (3) the factual contentions have evidentiary support or, if specifically so identified, will likely have evidentiary support after a reasonable opportunity for further investigation or discovery; and (4) the complaint otherwise complies with the requirements of Federal Rule of Civil Procedure 11.

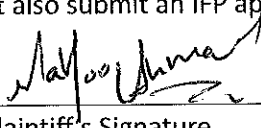
I agree to notify the Clerk's Office in writing of any changes to my mailing address. I understand that my failure to keep a current address on file with the Clerk's Office may result in the dismissal of my case.

Each Plaintiff must sign and date the complaint. Attach additional pages if necessary. If seeking to proceed without prepayment of fees, each plaintiff must also submit an IFP application.

06-05-2020

Dated

Mahfooz


 Plaintiff's Signature

Ahmad

First Name

Middle Initial

Last Name

198 East Ave, Unit 2

Street Address

Fairfield, Norwalk

Connecticut

06855

County, City

State

Zip Code

+1.718.536.1972

mahfoozahmad2092@gmail.com

Telephone Number

Email Address (if available)

I have read the attached Pro Se (Nonprisoner) Consent to Receive Documents Electronically:

☒ Yes ☐ No

If you do consent to receive documents electronically, submit the completed form with your complaint. If you do not consent, please do not attach the form.

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

DISMISSAL AND NOTICE OF RIGHTS

To: **Mahfooz Ahmad**
911 Van Nest Avenue, Apt LT
Bronx, NY 10462

From: **New York District Office**
33 Whitehall Street
5th Floor
New York, NY 10004



On behalf of person(s) aggrieved whose identity is
 CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No.

EEOC Representative

Telephone No.

16G-2019-02104

Holly M. Shabazz,
State & Local Program Manager

(929) 506-5316

THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:



The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.



Your allegations did not involve a disability as defined by the Americans With Disabilities Act.



The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.



Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge



The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.



The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.



Other (briefly state)

Charging party signed Confidential & Proprietary Agreement.

- NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit **must be filed WITHIN 90 DAYS of your receipt of this notice**; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

On behalf of the Commission



January 9, 2020

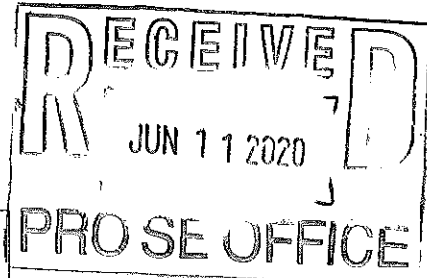
Enclosures(s)

Judy A. Keenan,
District Director (Acting)

(Date Mailed)

ICIMS, INC.
Corporation Service Company,
101 Crawfords Corner,
Suite 3-100
Albany NY 12207
Attn: Director of Human
Resources

NEW YORK STATE
DIVISION OF HUMAN RIGHTS



NEW YORK STATE DIVISION OF
HUMAN RIGHTS on the Complaint of

MAHFOOZ AHMAD,

Complainant,

v.

ICIMS, INC.,

Respondent.

VERIFIED COMPLAINT
Pursuant to Executive Law,
Article 15

Case No.

10199870

Federal Charge No. 16GB902104

I, Mahfooz Ahmad, residing at 848 Leland Avenue, Apt. C, Bronx, NY, 10473, charge the above named respondent, whose address is 101 Crawford's Corner, Suite 3-100, Holmdel, NJ, 07733 with an unlawful discriminatory practice relating to employment in violation of Article 15 of the Executive Law of the State of New York (Human Rights Law) because of creed, national origin, race/color.

Date most recent or continuing discrimination took place is 6/7/2018.

The allegations are:

SEE ATTACHED COMPLAINT FORM

Based on the foregoing, I charge respondent with an unlawful discriminatory practice relating to employment because of creed, national origin, race/color, in violation of the New York State Human Rights Law (Executive Law, Article 15), Section 296.

I also charge the above-named respondent with violating Title VII of the Civil Rights Act of 1964, as amended (covers race, color, creed, national origin, sex relating to employment). I hereby authorize SDHR to accept this verified complaint on behalf of the U.S. Equal Employment Opportunity Commission (EEOC) subject to the statutory limitations contained in the aforementioned law(s).

per

**New York State Division of Human Rights
Employment Complaint Form**

10199870
RECEIVED

FEB 05 2019

1. Your contact information:			
First Name MAHFOOZ		Middle Initial/Name FEDERAL CONTRACT UNIT	
Last Name AHMAD		RECEIVED	
Street Address/ PO Box 848 Leland Ave		Apt or Floor #: C	
City BRONX		State NY	Zip Code 10473
2. Regulated Areas: You believe you were discriminated against in the area of: <input checked="" type="checkbox"/> Employment (including paid internship) <input type="checkbox"/> Labor Organization <input type="checkbox"/> Apprentice Training <input type="checkbox"/> Employment Agencies <input type="checkbox"/> Internship (unpaid only) <input type="checkbox"/> Licensing <input type="checkbox"/> Volunteer Firefighting (excludes disability, age, domestic violence victim status, arrest, conviction, genetic history)			
3. You are filing a complaint against:			
Employer Name ICIMS INC			
Street Address/ PO Box 101 CRAWFORDS CORNER RD			
City HOLMDEL		State NJ	Zip Code 07733
Telephone Number: (732) 847-1941 Ext. _____			
In what county or borough did the violation take place? BRONX, NEW YORK			
Individual people who discriminated against you:			
Name: COLIN DAY		Title: GEO	
Name: COURTNEY DUTTER		Title: DIRECTOR Legal & Compliance	
If you need more space, please list them on a separate piece of paper.			
4. Date of alleged discrimination (must be within one year of filing):			
The most recent act of discrimination happened on: 06 07 2018 month day year			
5. For employment and internships, how many employees does this company have?			
<input type="checkbox"/> 1-3 <input type="checkbox"/> 4-14 <input type="checkbox"/> 15-19 <input checked="" type="checkbox"/> 20 or more <input type="checkbox"/> Don't know			
6. Are you currently working for this company?			
<input type="checkbox"/> Yes. Date of hire: _____ month day year		What is your position?	
<input checked="" type="checkbox"/> No. Last day of work: 06 07 2018 month day year		What was your position? Implementation MANAGER	
<input type="checkbox"/> I was never hired. Date of application: _____ month day year		What position did you apply for?	

7. Basis of alleged discrimination:

Check **ONLY** the boxes that you believe were the reasons for discrimination. Please look at page 2 of "Instructions" for an explanation of each type of discrimination.

<input type="checkbox"/> Age: Date of Birth: _____	<input type="checkbox"/> Military Status: <input type="checkbox"/> Active Duty <input type="checkbox"/> Reserves
<input type="checkbox"/> Arrest Record (resolved in your favor or youthful offender record or sealed conviction record)	<input checked="" type="checkbox"/> National Origin: Please specify: <u>PAKISTANI</u>
<input type="checkbox"/> Conviction Record	<input type="checkbox"/> Predisposing Genetic Characteristic: Please specify: _____
<input checked="" type="checkbox"/> Creed/ Religion: Please specify: <u>MUSLIM</u>	<input type="checkbox"/> Pregnancy-Related Condition: Please specify: _____
<input type="checkbox"/> Disability: Please specify: _____	<input checked="" type="checkbox"/> Race/Color or Ethnicity: Please specify: <u>Asian</u>
<input type="checkbox"/> Domestic Violence Victim Status	<input type="checkbox"/> Sexual Orientation: Please specify: _____
<input type="checkbox"/> Familial Status: Please specify: _____	<input type="checkbox"/> Sex: Please specify: _____
<input type="checkbox"/> Marital Status: Please specify: _____	Specify if the discrimination involved: <input type="checkbox"/> Pregnancy <input type="checkbox"/> Gender Identity <input type="checkbox"/> Transgender Status <input type="checkbox"/> Sexual Harassment

If you believe you were treated differently after you filed or helped someone file a discrimination complaint, participated as a witness to a discrimination complaint, or opposed or reported discrimination due to any category above, check below:

☐ **Retaliation:** How you did you oppose discrimination: _____

8. Acts of alleged discrimination: What did the person/company you are complaining against do? Check all that apply

<input type="checkbox"/> Refused to hire me	<input type="checkbox"/> Denied me an accommodation for my disability or pregnancy-related condition	<input type="checkbox"/> Denied me leave time or other benefits	<input type="checkbox"/> Harassed/ intimidated me (other than sexual harassment)
<input checked="" type="checkbox"/> Fired me/laid me off	<input type="checkbox"/> Denied me overtime benefits	<input type="checkbox"/> Sexually harassed or intimidated me	<input type="checkbox"/> Did not call back after lay-off
<input type="checkbox"/> Demoted me	<input checked="" type="checkbox"/> Paid me a lower salary than other co-workers doing the same job	<input checked="" type="checkbox"/> Gave me different or worse job duties than other workers doing the same job	<input type="checkbox"/> Denied me services/treated differently by employment agency
<input type="checkbox"/> Suspended me	<input type="checkbox"/> Denied me an accommodation for my religious practices	<input checked="" type="checkbox"/> Gave me a disciplinary notice or negative performance review	<input checked="" type="checkbox"/> Unlawful inquiry, or limitation, specification or discrimination in job advertisement
<input type="checkbox"/> Denied me training	<input checked="" type="checkbox"/> Denied me promotion/ pay raise	<input type="checkbox"/> Denied a license by a licensing agency	<input type="checkbox"/> Other: _____

9. Description of alleged discrimination

Tell us more about each act of discrimination that you experienced. Please include dates, names of people involved, and explain why you think it was discriminatory. TYPE OR PRINT CLEARLY.

I joined icims as junior level project specialist in 02/2014. I worked really hard and I was always completing assigned projects in timely manner. My responsibilities were increased multiple times due to my great performance. On 30th May 2018, I submitted a business plan after complete of business day to Colin Day - CEO of icims. 5 days later I was fired from my job. This week I was working remotely. When asked why my employment was being terminated, I was given a partial answer by the legal representative "Courtney Duttes", her response said they terminated my job because they think I violated company policy. This is infact not true. The company policy says anything created during employment by me will be owned by icims. The business plan I submitted to the CEO was a technology business that I created with my partners before joining icims. I did inform icims "Colin Day", that I have evidence to show and to prove my claim. No investigation was done. I was denied my job for the real reason of me being a man of brown color and because I am an asian muslim. Colin Day and Courtney Duttes didn't do a proper investigation of, did I or did not violate the company policy. Their decision was ill motivated due to the fact that the company has white majority employees. They discriminated against me and then tried offering me a \$6,630 in 5 weekly payments on 21st June 2018 in 3 day deadline notice. This is when I made them aware that they are being discriminatory towards me so they tried offering me little money to keep me quiet, I didn't accept it as it was too little.

If you need more space to write, please continue writing on a separate sheet of paper and attach it to the complaint form. DO NOT WRITE IN THE MARGINS OR ON THE BACK OF THIS FORM.

Notarization of Complaint

Based on the information contained in this form, I charge the herein named respondent(s) with an unlawful discriminatory practice, in violation of the New York State Human Rights Law.

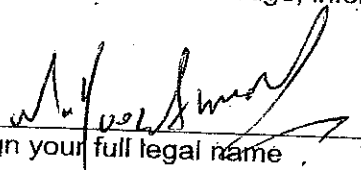
By filing this complaint, I understand that I am also filing my employment complaint with the United States Equal Employment Opportunity Commission under the Americans With Disabilities Act (covers disability related to employment), Title VII of the Civil Rights Act of 1964, as amended (covers race, color, religion, national origin, sex relating to employment), and/or the Age Discrimination in Employment Act, as amended (covers ages 40 years of age or older in employment). This complaint will protect my rights under federal law.

I hereby authorize the New York State Division of Human Rights to accept this complaint on behalf of the U.S. Equal Employment Opportunity Commission, subject to the statutory limitations contained in the aforementioned law.

I have not filed any other civil action, nor do I have an action pending before any administrative agency, under any state or local law, based upon this same unlawful discriminatory practice.

PLEASE INITIAL MA

I swear under penalty of perjury that I am the complainant herein; that I have read (or have had read to me) the foregoing complaint and know the contents of this complaint; and that the foregoing is true and correct, based on my current knowledge, information, and belief.


Sign your full legal name

Subscribed and sworn before me
This 5 day of February 2019


Signature of Notary Public

County: Queens

Commission expires:

GENNADY MATATOV
NOTARY PUBLIC, State of New York
No. 01MA6087608
Qualified in Queens County
Commission Expires 02/18/20

Please note: Once this form is completed, notarized, and returned to the New York State Division of Human Rights, it becomes a legal document and an official complaint with the Division.

Printed from a laser

0511P3
SDNY

items other than
by weight.
must weigh 8 oz. or less.
e billed by weight.
ment of electronic media
ems do not send cash
classified as a document.
ments of no commercial
documents. Visit
UPS.com for more information.

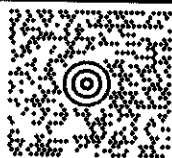
MAHFOOZ AHMAD
7185361972
MAHFOOZ AHMAD
198 EAST AVE
NORWALK CT 06855

0.2 LBS LTR

1 OF 1

SHIP TO:

PRO SE INTAKE UNIT (ROOM 200)
(ROOM 200)
500 PEARL STREET
NEW YORK NY 10007



NY 102 9-10



UPS NEXT DAY AIR

TRACKING #: 1Z UTK 601 24 2001 7410

1



BILLING: P/P
SIGNATURE REQUIRED



Serving you for more than 100 years
United Parcel Service.

UPS Ground
UPS Standard
UPS 3 Day Select